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SOURCE Ewanghae Nodong Sinmun.

GOVERNMENT ISSUES REGULATIONS GOVERNING WAGES

The "Regulations Governing Wages," as issued in Cabinet Decision No 196, on 27 December 1949, are as follows.

1. Wages for workers in industry, transportation, postal service, construction work, etc., hereafter known as workshops, shall be paid according to the wage scale shown in the attached table.
2. The workshop superintendents, to insure worker's wage payment, must form a workers Wage Inspection Committee in cooperation with the Workers League, social organizations, technicians, model workers, and foremen, in accordance with the conditions set forth in this Cabinet Decision.
3. The responsibility of the Wage Inspection Committee is to determine types of worker's ability and experience, and working conditions to arrive at a fair wage scale.
4. The responsibility of the superintendents (workshop managers) is to make the final decision, on the basis of the Wage Inspection Committee's reports, as to what wage each worker may receive.
5. The superintendents must maintain a "wage ledger" on every worker showing his rate of wage, date of employment, working ability, types of work he can and does perform, and any other details that are pertinent.
6. The superintendent, upon determining the wages a worker shall receive, must enter the figure in the worker's handbook, as well as the rate of possible wage increase.
7. It shall be the duty of every government branch to see that workers under the direct supervision of each ministry shall be paid in accordance with the prevailing practice, and the Ministry of Labor shall exercise unceasing supervision within the government to insure the proper payment of wages.

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8. The superintendents must make biannual reports on the management of the enterprises and the wage administration.

9. The superintendents, upon discovering improved skill on the part of the worker, must raise the worker's wage according to the wage scale.

10. When a worker produces unacceptable goods, his wage shall be denied; if the product is only partially defective the worker's pay may be based on the degree of defect, but the pay shall not exceed one half of his regular pay.

11. In the event the worker fails to report the defective product knowingly, or continues to produce defective goods despite repeated warnings from the workshop officials, he shall be paid only one half his wage for months /length of period not given/ and a fine will be imposed upon the worker each month for a certain period to cover the damage.

12. Defective goods produced without the knowledge of the worker shall not cause the worker to be penalized; he shall receive his full pay.

13. In case of defects discovered after the goods have been received by the production inspectors, which are not proved to be due to the worker's negligence, the worker shall receive full pay.

14. Workers who produce defective goods through no fault of their own, during the period of initiating manufacture of new merchandise, shall be paid in full.

15. In the event production becomes suspended as the result of negligence on the part of a worker, his pay shall be suspended.

16. In the event a worker caused some delay in production by taking longer rest periods than authorized, the official in charge of production must be informed at once; any delay in reporting the matter on the part of the worker will cause him to lose his pay.

17. In the event a worker causes shortage of parts or materials needed in the production of finished goods, and cannot show acceptable reasons, he shall be denied his pay for the period of time lost in production.

18. If the production time lost is not due to the negligence on the part of the worker, he shall receive two thirds of his pay for the period in question.

19. Production time lost during the period of initiating manufacture of new goods, when not due to the worker's negligence, shall not be counted against the worker and he shall receive full pay.

20. In the event a worker fails to produce his minimum quota through his own fault, he shall not be paid the minimum wage but be paid on the basis of the quantity and quality of the goods he produced.

21. When a worker is not responsible for lower than quota production, he shall be paid a little more than two thirds of his pay but not the full wage.

22. The basic or regular pay scale is shown in the attached table.

23. In the case of the contract-wage system, either the deduction or the increase shall be limited to the fields in which the value of unit cost can be made.

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24. When a contract-wage worker works as an ordinary laborer, his pay shall be computed on the basis of the basic wage scale.

25. When one works on a new job, the scale of which does not appear in the basic wage scale, the wage shall be determined in consultation between the management and the officials of the Workers League.

26. Those who fail to comply with these regulations, the basic wage scale, or the contract-wage system, shall be punished as prescribed by law.

27. These regulations and the basic wage scale shall be effective immediately. The North Korea People's Committee Decision No 139 (regulations governing wages for the workers in industry, transportation, and postal service), dated 27 May 1948 is hereby rescinded.

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WORKER'S WAGE SCALE

Wage Scale Coefficient of Wage		1 100%	2 110%	3 120%	4 135%	5 155%	6 220%	7 260%	8 310%		
Occupation	Types of Pay										
Common labor wage	Light work	Hourly	2.40	2.64	2.88	3.41	4.08	4.85	5.76	6.87	
		Daily	19.23	21.15	23.07	27.30	32.69	38.84	46.15	55.00	
		Monthly	500.00	550.00	600.00	710.00	850.00	1,010.00	1,200.00	1,430.00	
	Medium labor	Hourly	2.50	2.74	3.12	3.70	4.42	5.28	6.25	7.45	
		Daily	20.00	21.92	25.00	29.61	35.38	42.30	50.00	59.61	
		Monthly	520.00	570.00	650.00	770.00	920.00	1,100.00	1,300.00	1,550.00	
	7-hour hourly		2.96	3.24	3.90	4.61	5.49	6.17	6.53	7.69	
		Under-ground and dangerous work	8-hour hourly	2.59	2.83	3.41	4.03	4.80	5.72	6.73	8.02
			Daily	20.76	22.69	27.30	32.30	38.46	45.76	53.84	64.23
	Monthly		540.00	590.00	710.00	840.00	1,000.00	1,190.00	1,400.00	1,670.00	
	Contract-labor wage	Light work	Hourly	2.45	2.69	3.17	3.79	4.51	5.38	6.39	7.59
			Daily	19.61	21.53	25.38	30.38	36.15	43.07	51.15	60.76
Monthly			510.00	560.00	669.00	790.00	940.00	1,120.00	1,330.00	1,580.00	
Medium labor		Hourly	2.64	2.88	3.41	4.08	4.85	5.81	6.87	8.17	
		Daily	21.15	23.70	27.30	32.69	38.84	46.53	55.00	65.38	
		Monthly	550.00	600.00	710.00	850.00	1,010.00	1,210.00	1,430.00	1,700.00	
7-hour hourly			3.24	3.55	4.23	5.05	5.98	7.14	8.40	10.05	
		Under-ground and dangerous work	8-hour hourly	2.83	3.07	3.70	4.43	5.24	6.25	7.35	8.79
			Daily	22.69	24.61	29.61	35.30	41.92	50.00	58.84	70.38
Monthly			590.00	640.00	770.00	920.00	1,090.00	1,300.00	1,530.00	1,830.00	

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